

AMERICAN ARBITRATION ASSOCIATION

Case No.: 01-14-0000-9179

**In the Matter of Arbitration Between
CITY OF PHILADELPHIA,**

Employer

and

**FRATERNAL ORDER OF POLICE,
LODGE #5**

Union.

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ARBITRATOR:

Robert E. Light, mutually chosen by
the parties pursuant to the rules and
regulations of the American
Arbitration Association

HEARING:

November 19, 2014 in Philadelphia, PA

APPEARANCES:

For the City
Nicole Morris, Esquire
Cpt. Gregory Malkowski

For the FOP
Thomas W. Jennings, Esquire
John W. McGrody, Union Representative
Jeffrey Cujdik, Grievant

ISSUE:

Was there just cause for the termination of
Police Officer Jeffrey Cujdik?


As the parties requested, I, after hearing Opening Arguments, made the following recommendations with which the parties have agreed:

1. Jeffrey Cujdik, Payroll Number [REDACTED], shall be reinstated to his position of employment with the City of Philadelphia Police Department with full seniority less the suspension provided below.
2. Cujdik's personnel file shall reflect a thirty (30) day suspension for "unspecified" Conduct Unbecoming Police Officer. All other disciplinary charges that were the subject of the arbitration shall be removed from his personnel file.
3. Said reinstatement to employment shall be without back pay. However, Cujdik shall be placed on the payroll of the City effective with the issuance of this Recommendation.
4. Cujdik shall be permitted to re-purchase his pension credit at his own expense pursuant to the Rules and Regulations of the Pension Board.
5. Cujdik shall be reinstated to the 9th Police District.
6. In consideration for the City's execution of, and compliance with, the terms of this document, the FOP shall withdraw its Demand for Arbitration in AAA Case No. 01-14-0000-9179 with prejudice.

AFFIRMATION

I, Robert E. Light, do hereby affirm upon my oath as Arbitrator that I am the individual described in and who executed this instrument, which is my Recommendation.

Dated: November 19, 2014


Robert E. Light, Arbitrator